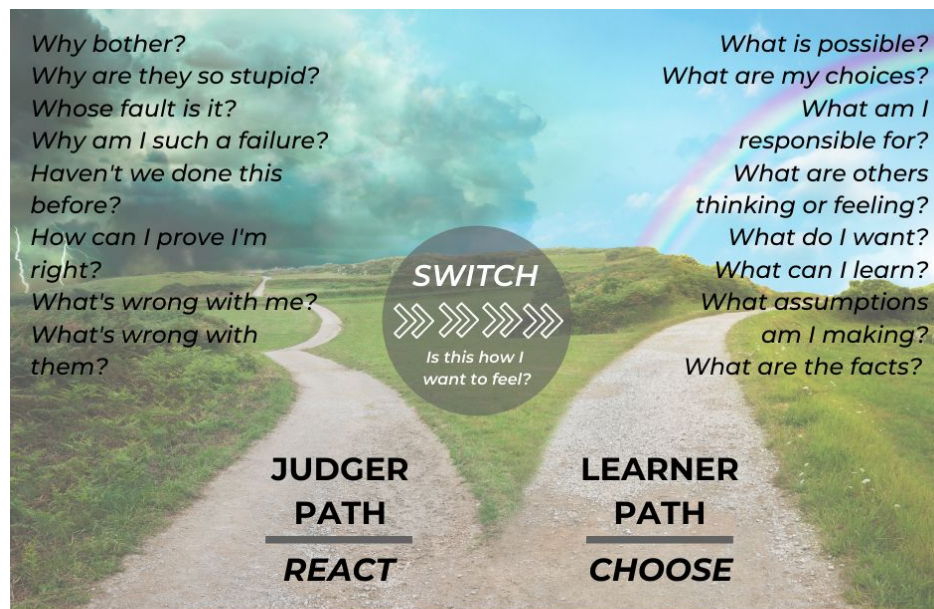


The Learner and Judger Paths

Imagine you get an email from your boss or partner that says, “We need to talk.” Where did you react in your body? Did you feel prickles of excitement or discomfort? Did you wonder what you did wrong or did you get excited about the opportunity to connect? It’s precisely at this point that you get to choose how to show up to the conversation as a Learner or Judger.

Our initial reaction likely sets us down one trajectory or another. It may be easy to stay on the Learner path if we perceive the person or the situation to be positive. However, if the situation feels threatening or negative, we may be traveling down the Judger path before we know it.



Adapted from Marilee Adams, Ph.D. Change Your Questions, Change Your Life

How do you show up to most conversations: As a Learner or as a Judger? For most of us, the honest answer to this question is both. Sometimes we show up to a conversation as a Learner, making thoughtful choices, focusing on solutions, and relating from a win-win perspective. Other times we show up as a Judger, overreacting, focusing on blaming others, and relating from a win-lose perspective. When presented with everyday thoughts, feelings, and circumstances, we make a choice about which path we walk down.

During your next conversation, we invite you to notice your reactions and the self-talk happening in your mind:

- What kind of questions are you asking yourself?
- What kind of statements are you making?
- Is this how you want to feel?
- How might you see or think about this differently?